

WAGE DETERMINATION NO: 94-2104 REV (17) AREA: DC,DISTRICT-WIDE

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

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WASHINGTON D.C. 20210

William W.Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2104
Revision No.: 17
Date Of Last Revision: 05/30/2001States: District of Columbia, [h0h2Maryland](#), Virginia

Area: District of Columbia Statewide

[h1h3Maryland](#) Counties of Calvert, [h2h4Charles](#), Frederick, Montgomery, Prince George's, St Mary's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George,
Loudoun, Prince William, Stafford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	10.16
Accounting Clerk II	11.88
Accounting Clerk III	14.04
Accounting Clerk IV	16.37
Court Reporter	14.63
Dispatcher, Motor Vehicle	14.63
Document Preparation Clerk	11.29
Duplicating Machine Operator	11.29
General Clerk II	12.47
General Clerk IV	17.04
Housing Referral Assistant	17.82
Key Entry Operator I	10.40
Key Entry Operator II	11.62
Order Clerk I	13.40
	Film/Tape Librarian
	General Clerk III
	Messenger (Courier)

Order Clerk II	14.81	Personnel Assistant (Employment) I
Personnel Assistant (Employment) II	14.24	
Personnel Assistant (Employment) III	16.42	
Personnel Assistant (Employment) IV	19.60	
Production Control Clerk	17.03	
Rental Clerk	14.02	
Scheduler, Maintenance	14.02	
Secretary I	14.02	
Secretary II	15.35	
Secretary III	17.82	
Secretary IV	19.57	
Secretary V	22.79	
Service Order Dispatcher	12.76	
Stenographer I	14.68	
Stenographer II	16.47	
Supply Tech	19.57	Survey Worker (Interviewer)
Switchboard Operator-Receptionist	10.96	
Test Examiner	15.35	
Test Proctor	15.35	
Travel Clerk I	10.57	Travel Clerk II
Travel Clerk III	12.19	
Word Processor I	10.96	
Word Processor II	13.21	
Word Processor III	15.47	
Automatic Data Processing Occupations		
Computer Data Librarian	11.34	
Computer Operator I	12.18	
Computer Operator II	14.35	Computer Operator III
Computer Operator IV	17.34	
Computer Operator V	21.01	
Computer Programmer I (1)	19.64	
Computer Programmer II (1)	23.05	
Computer Programmer III (1)	26.99	
Computer Programmer IV (1)	27.62	Computer Systems Analyst I (1)
Computer Systems Analyst II (1)	27.62	
Computer Systems Analyst III (1)	27.62	
Peripheral Equipment Operator	13.21	
Automotive Service Occupations		
Automotive Body Repairer, Fiberglass	20.10	
Automotive Glass Installer	17.03	
Automotive Worker	17.03	Electrician, Automotive
Mobile Equipment Servicer	14.94	
Motor Equipment Metal Mechanic	19.03	Motor Equipment Metal Worker
Motor Vehicle Mechanic	19.11	

Motor Vehicle Mechanic Helper	16.01	
Motor Vehicle Upholstery Worker	17.03	
Motor Vehicle Wrecker	17.03	
Painter, Automotive	18.05	
Radiator Repair Specialist	17.03	
Tire Repairer	14.43	Transmission Repair Specialist
Food Preparation and Service Occupations		
Baker	11.87	
Cook I	10.41	
Cook II	11.87	
Dishwasher	8.60	
Food Service Worker	9.01	
Meat Cutter	15.30	
Waiter/Waitress	8.17	
Furniture Maintenance and Repair Occupations		
Electrostatic Spray Painter	18.05	
Furniture Handler	12.55	
Furniture Refinisher	18.05	
Furniture Refinisher Helper	13.85	
Furniture Repairer, Minor	16.01	
Upholsterer	18.05	
General Services and Support Occupations		
Cleaner, Vehicles	9.44	
Elevator Operator	9.15	
Gardener	12.98	
House Keeping Aid I	8.79	
House Keeping Aid II	9.04	
Janitor	9.01	Laborer, Grounds Maintenance
Maid or Houseman	8.71	
Pest Controller	11.85	
Refuse Collector	9.89	
Tractor Operator	12.73	
Window Cleaner	9.82	
Health Occupations		
Dental Assistant	13.82	
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95	
Licensed Practical Nurse I	14.11	
Licensed Practical Nurse II	15.84	
Licensed Practical Nurse III	17.73	
Medical Assistant	11.76	
Medical Laboratory Technician	12.66	
Medical Record Clerk	12.56	
Medical Record Technician	13.15	
Nursing Assistant I	7.69	

Nursing Assistant II	8.65
Nursing Assistant III	10.85
Nursing Assistant IV	12.18
Pharmacy Technician	11.84
Phlebotomist	10.19
Registered Nurse I	20.49
Registered Nurse II	22.80
Registered Nurse II, Specialist	22.80
Registered Nurse III	29.44
Registered Nurse III, Anesthetist	29.44
Registered Nurse IV	35.28
Information and Arts Occupations	
Audiovisual Librarian	18.95
Exhibits Specialist I	16.38
Exhibits Specialist II	20.48
Exhibits Specialist III	25.21
Illustrator I	16.21
Illustrator II	20.27
Illustrator III	24.95
Librarian	22.33
Library Technician	15.03
Photographer I	13.93
Photographer II	15.64
Photographer III	19.56
Photographer IV	24.08
Photographer V	26.50
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	7.97
Counter Attendant	7.97
Dry Cleaner	8.94
Finisher, Flatwork, Machine	7.97
Presser, Hand	7.97
Presser, Machine, Drycleaning	7.97
Presser, Machine, Shirts	7.97
Presser, Machine, Wearing Apparel, Laundry	7.97
Sewing Machine Operator	9.66
Tailor	11.67
Washer, Machine	8.74
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	18.05
Tool and Die Maker	21.95
Material Handling and Packing Occupations	
Forklift Operator	14.58
Fuel Distribution System Operator	17.62

Material Coordinator	16.82	
Material Expediter	16.82	
Material Handling Laborer	10.45	
Order Filler	13.21	
Production Line Worker (Food Processing)	11.64	
Shipping Packer	12.21	Shipping/Receiving Clerk
Stock Clerk (Shelf Stocker; Store Worker II)	12.32	
Store Worker I	8.71	Tools and Parts Attendant
Warehouse Specialist	15.01	
Mechanics and Maintenance and Repair Occupations		
Aircraft Mechanic	19.95	
Aircraft Mechanic Helper	14.51	
Aircraft Quality Control Inspector	21.01	
Aircraft Servicer	16.78	
Aircraft Worker	17.84	Appliance Mechanic
Bicycle Repairer	14.43	
Cable Splicer	19.03	
Carpenter, Maintenance	18.05	
Carpet Layer	17.44	
Electrician, Maintenance	21.14	
Electronics Technician, Maintenance I	16.08	
Electronics Technician, Maintenance II	20.88	
Electronics Technician, Maintenance III	22.73	Fabric Worker
Fire Extinguisher Repairer	14.94	
Fuel Distribution System Mechanic	19.03	
General Maintenance Worker	16.46	
Heating, Refrigeration and Air Conditioning Mechanic	19.03	
Heavy Equipment Mechanic	19.03	
Heavy Equipment Operator	19.31	
Instrument Mechanic	19.03	
Laborer	10.13	
Locksmith	18.05	
Machinery Maintenance Mechanic	20.51	
Machinist, Maintenance	21.52	
Maintenance Trades Helper	13.85	Millwright
Office Appliance Repairer	18.05	
Painter, Aircraft	20.76	
Painter, Maintenance	18.05	
Pipefitter, Maintenance	18.39	
Plumber, Maintenance	18.05	
Pneudraulic Systems Mechanic	19.03	
Rigger	19.03	
Scale Mechanic	17.03	
Sheet-Metal Worker, Maintenance	19.03	

Small Engine Mechanic	20.05
Telecommunication Mechanic I	19.03 Telecommunication Mechanic II
Telephone Lineman	19.03
Welder, Combination, Maintenance	19.03
Well Driller	19.03 Woodcraft Worker
Woodworker	15.32
Miscellaneous Occupations	
Animal Caretaker	8.92
Carnival Equipment Operator	11.11
Carnival Equipment Repairer	11.97
Carnival Worker	7.48
Cashier	7.75
Desk Clerk	9.78
Embalmer	19.04
Lifeguard	9.23
Mortician	21.63
Park Attendant (Aide)	11.59
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.03
Recreation Specialist	15.94
Recycling Worker	12.78
Sales Clerk	9.13 School Crossing Guard (Crosswalk Attendant
Sport Official	10.22
Survey Party Chief (Chief of Party)	13.56
Surveying Aide	8.43
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.89
Swimming Pool Operator	12.01
Vending Machine Attendant	9.79 Vending Machine Repairer
Vending Machine Repairer Helper	9.79
Personal Needs Occupations	
Child Care Attendant	10.34
Child Care Center Clerk	14.42
Chore Aid	7.93
Homemaker	14.95
Plant and System Operation Occupations	
Boiler Tender	19.65
Sewage Plant Operator	18.05
Stationary Engineer	19.03
Ventilation Equipment Tender	13.85
Water Treatment Plant Operator	18.05
Protective Service Occupations	
Alarm Monitor	14.07
Corrections Officer	17.69
Court Security Officer	18.29 Detention Officer
Firefighter	18.84

Guard I	9.23	Guard II
Police Officer	20.49	
Stevedoring/Longshoremen Occupations		
Blocker and Bracer	16.46	
Hatch Tender	14.31	
Line Handler	14.31	
Stevedore I	15.47	
Stevedore II	17.45	
Technical Occupations		
Air Traffic Control Specialist, Center (2)	27.64	
Air Traffic Control Specialist, Station (2)	19.06	
Air Traffic Control Specialist, Terminal (2)	20.99	
Archeological Technician I	14.11	
Archeological Technician II	15.78	
Archeological Technician III	19.56	
Cartographic Technician	22.73	
Civil Engineering Technician	19.56	
Computer Based Training (CBT) Specialist/ Instructor	21.76	
Drafter I	11.84	
Drafter II	14.82	
Drafter III	16.64	Drafter IV
Engineering Technician I	14.49	
Engineering Technician II	16.82	
Engineering Technician III	20.22	
Engineering Technician IV	23.20	
Engineering Technician V	28.37	
Engineering Technician VI	34.33	
Environmental Technician	18.91	
Flight Simulator/Instructor (Pilot)	27.76	
Graphic Artist	18.56	
Instructor	21.90	
Laboratory Technician	15.13	
Mathematical Technician	21.91	
Paralegal/Legal Assistant I	16.71	
Paralegal/Legal Assistant II	21.31	
Paralegal/Legal Assistant III	26.07	
Paralegal/Legal Assistant IV	31.54	
Photooptics Technician	21.06	
Technical Writer	22.89	
Unexploded (UXO) Safety Escort	17.56	
Unexploded (UXO) Sweep Personnel	17.56	
Unexploded Ordnance (UXO) Technician I	17.56	
Unexploded Ordnance (UXO) Technician II	21.25	
Unexploded Ordnance (UXO) Technician III	25.47	

Weather Observer, Combined Upper Air and Surface Programs (3)	15.13
Weather Observer, Senior (3)	17.62
Weather Observer, Upper Air (3)	15.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.72
Parking and Lot Attendant	8.62
Shuttle Bus Driver	11.76
Taxi Driver	10.01
Truckdriver, Heavy Truck	17.52
Truckdriver, Light Truck	11.78
Truckdriver, Medium Truck	14.97
Truckdriver, Tractor-Trailer	17.52

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and of continuous service with the present contractor or successor, wherever employed, and with the predecessor contra facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as def

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that repre

screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost to the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a reimbursement all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents,

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is not covered by monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contracting officer. Fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple classes are conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed wage rate.
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), position, information regarding the agreement or disagreement of the authorized representative of the employees involved, or days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration,













4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmi

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should b
it is not the job title, but the required tasks that determine whether a class is included in an established wage

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